

WISCONSIN ENDANGERED RESOURCES REPORT 12

PROCEEDINGS OF THE WISCONSIN PUBLIC NONGAME WORKSHOPS, 1984

Compiled by S. Kelly Kearns

SUMMARY

Six public workshops were conducted throughout Wisconsin in 1984, to generate ideas and priorities for the Bureau of Endangered Resources (BER). Over 200 participants defined and ranked a total of 30 issues, and proposed the following as highest priority for BER:

- 1) the need to protect, restore, and manage critical natural areas and habitats (ranking score 281).
- 2) the need for increased nongame and environmental education in schools and for the general public, in both rural and urban areas (score 232).
- 3) the need to develop stable, adequate funding for BER through sources in addition to the tax check-off (score 171).
- 4) the need to obtain better baseline data on life history, distribution, population status, and potential threats for most nongame species and habitats, especially for plants, invertebrates, and lower vertebrates (score 121).

Other important issues included: publicity; human/wildlife conflicts; prioritization of BER activities; environmental contaminants; enforcement of regulations; cooperation between BER and other agencies, DNR bureaus, private groups, and volunteers; need for an ecosystems approach, etc.

This report describes the issues defined by participants as well as the solutions offered.

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November 1984



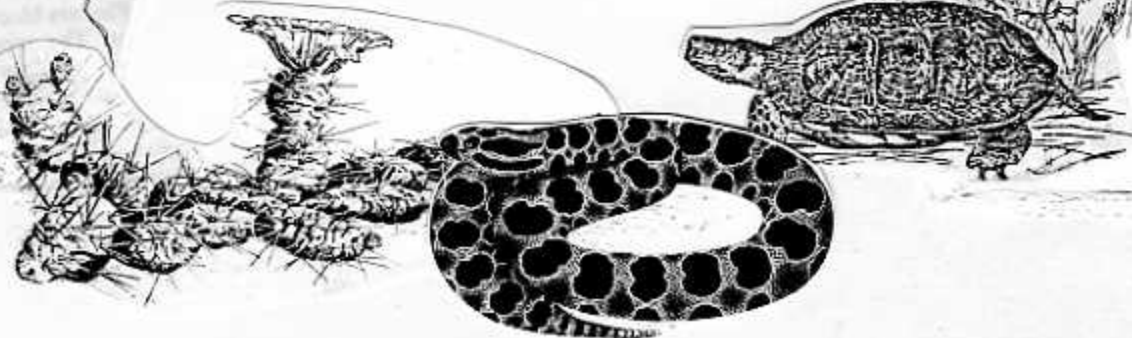


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Proceedings of the Wisconsin Public Nongame Workshops 1984



Sponsored by:
Bureau of Endangered Resources, Wisconsin Dept. of Natural Resources
Madison Audubon Society
Schlitz Audubon
Bay Beach Wildlife Sanctuary
UWSP College of Natural Resources
Sigurd Olson Environmental Institute
La Crosse Audubon Society



Proceedings of the Wisconsin Public Nongame Workshops 1984

**Held at: Madison, Milwaukee, Green Bay
Stevens Point, Ashland and La Crosse**

**July 16, 18, 23, 24 and 25
and August 7, 1984**

**Conducted by:
Bureau of Endangered Resources
Wisconsin Department of Natural Resources**

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1984 Public Nongame Workshops

HIGHLIGHTS - Wisconsin citizens participating in the nongame workshops almost unanimously stated that their three major concerns for the nongame program were: (1) Habitat and wild areas protection and management for endangered, threatened, and nongame plants and animals; (2) Provide nongame information and educational opportunities to all age levels; and (3) Obtain sufficient funding for the Endangered Resources program. Additional problems and suggestions indicated the wide range of concerns expressed by the participants.

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Introduction

Purpose of the Public Nongame Workshops

This report compiles ideas generated by six public nongame workshops held throughout the state in the summer of 1984. The purpose of these workshops was to gather input on the nongame program from a wide range of Wisconsin citizens. The Bureau of Endangered Resources (BER) is interested in hearing what the citizens of the state feel should be done with the money contributed through the tax checkoff.

Ideas and priorities generated from these meetings will be used to plan the nongame program in Wisconsin. BER will soon be developing a long range plan that will provide direction for the nongame program for the next 10 years. Concerns and suggestions from these workshops will be of great assistance in setting priorities. Suggestions for new projects and new approaches will be incorporated into the plan wherever feasible.

Input from workshop participants will also assure the Department of Natural Resources (DNR) administration and the State Legislature that Wisconsin citizens feel strongly that the nongame program is of primary importance to preserve our natural heritage. Over 200 individuals and organizations have indicated an interest in helping with the endangered resources program. The list was compiled by distributing a questionnaire at each workshop and to other interested persons.

The Bureau of Endangered Resources appreciates the interest and concerns expressed by supporters of the program and would like to thank all of the workshop participants (Appendix A) for their attendance and ideas. Special thanks go to the sponsors of the workshops for their help in organizing and publicizing the workshops and to the moderators for conducting the small group discussions (Appendix B).

Wisconsin's Endangered Resources Program

The Bureau of Endangered Resources is a relatively small bureau within the Wisconsin Department of Natural Resources, charged with the task of protecting and managing the scientific and natural areas and all of the nongame wildlife and plants in the state.

The Nongame Program. The term "nongame" is used here to include all endangered and threatened species, as well as all animal species which are not hunted, trapped, or fished, and all rare plants. Out of Wisconsin's 598 vertebrate species, some 503 come under the jurisdiction of the nongame program. One hundred-seven endangered and threatened plant species, and hundreds more rare plant species, are also included in the nongame classification, as well as an unknown number of invertebrates such as butterflies and molluscs.

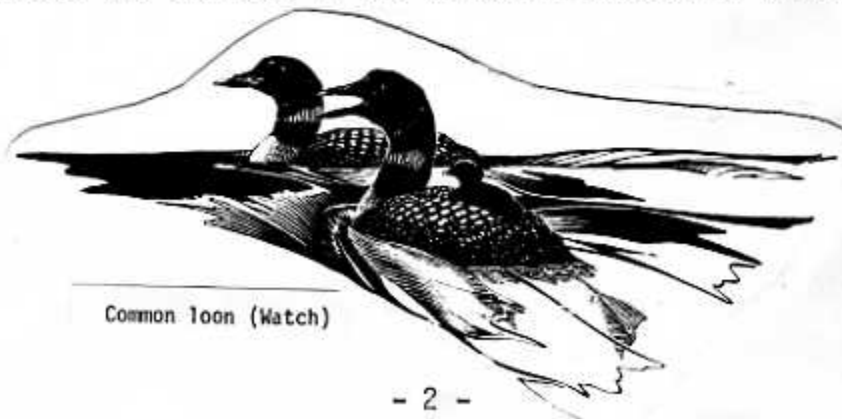
The Bureau of Endangered Resources is responsible for doing research, inventory, management, protection, and enhancement of Wisconsin's nongame species. This is a large ongoing job that will take much time, effort and money. To assure maximum effort on species and habitats which are most vulnerable to disruption, we must develop a well-organized management plan. Such a plan will lay out goals and priorities for the program, and design the strategies to meet those goals. The concerns and suggestions at these workshops have provided significant input into this planning process.

Scientific and Natural Areas Program. The Scientific and Natural Areas section of the Bureau of Endangered Resources has the goal of preserving examples of Wisconsin's original landscape for scientific research, public education, and to preserve biological diversity for future generations. The Scientific Areas Preservation Council has been organized since 1951, and the program has been staffed since 1965. As of 1984, 194 scientific areas have been designated and preserved. The statewide natural areas inventory has identified over 2,000 additional sites of special significance. The Scientific Area Program encompasses approximately 29,000 acres of land which provides habitat for 19 endangered and 30 threatened plant and animal species. The Scientific Areas Program has already prepared a long-range plan. Because of this, the workshops dealt primarily with the nongame program.

Endangered Resources Fund. Starting in July of 1984, funding for the Bureau of Endangered Resources now depends solely on the interests and concerns of Wisconsin taxpayers as the entire program is almost completely funded by contributions to the Endangered Resources Fund. Taxpayers can donate by filling in the appropriate blank on their state income tax forms. Contributions will either decrease a refund or increase taxes owed. Contributions are then deductible on the following year's return.

Due to a number of factors, including an income tax surcharge, the 1984 checkoff returns came in lower than anticipated. Total contributions came to \$291,700. Of this, \$16,700 was paid to the Department of Revenue for their administrative costs. Another \$8,800 or 3% has been set aside in an endangered species damage fund, as mandated by the legislature. The nongame program will also be getting limited funding from the federal government to work on timber wolves, endangered birds, bald eagles and northern monkhood.

For the 1983 tax year, only 1.6% of the eligible taxpayers contributed to the checkoff. If the program is to initiate even a portion of the projects suggested by the workshop participants, the contributions must be increased. Suggestions for better checkoff publicity and for alternative funding sources are included in the solutions section of this document.



Workshop Schedule

<u>DATE</u>	<u>LOCATION</u>	<u>SPONSOR</u>
July 16	University of Wisconsin - Madison	Madison Audubon Society
July 18	Schlitz Audubon Center, Milwaukee	Schlitz Audubon Center
July 23	Bay Beach Wildlife Sanctuary, Green Bay	Friends of the Wildlife Sanctuary
July 24	University of Wisconsin - Stevens Point Campus	UWSP College of Natural Resources
July 25	Northland College, Ashland	Sigurd Olson Environmental Institute
August 7	University of Wisconsin - La Crosse Campus	La Crosse Audubon Society

Workshop Agenda

6.30 p.m.	Registration / Meeting of session moderators
7:00 p.m.	Welcome / Introduction to the nongame program and the Bureau of Endangered Resources
7:20 p.m.	Procedures for the workshop
7:30 p.m.	Small group discussions of species/habitat concerns
8:20 p.m.	Short break / Moderators tally votes
8:30 p.m.	Small group discussions of solutions
9:20 p.m.	Short break
9:25 p.m.	Summary of discussion sessions by moderators
9:45 p.m.	Closing remarks / Surveys filled out



Wild petunia habitat

Wild petunia (Endangered)



Workshop Results

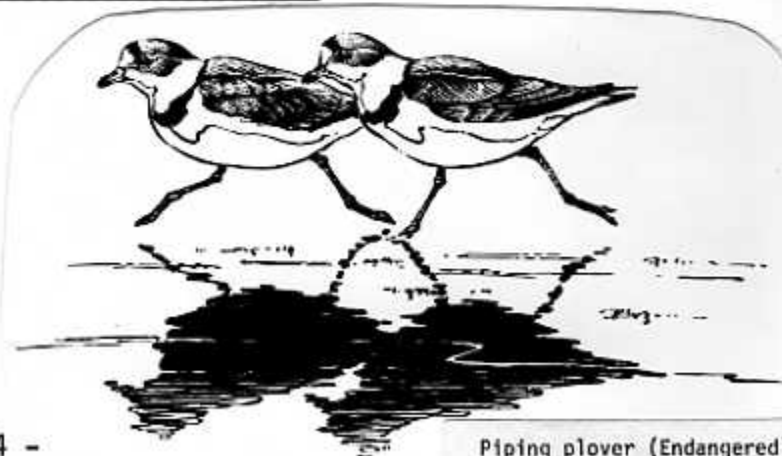
Methods for Ranking Priorities

At each workshop, the participants were divided into several discussion groups. Using a modified version of the nominal group technique, each group developed a list of concerns for the nongame program to address. Each participant then ranked ten issues which they felt were of priority concern. Each group then compiled their individual members rankings to develop a final list of ten issues which most nearly reflected the concerns of the group. Each group then brainstormed to come up with a list of potential solutions for each of their ten concerns. No attempt was made to rank the solutions, as this was tried at the first workshop and found to be unproductive. The moderators for each group then reported their list of priority concerns and solutions to the entire group (see Appendix D for further details on the small group discussions).

At the conclusion of the six workshops, the results of all twenty-two small group discussions were compiled. To condense the 220 concerns, it was necessary to lump each of the problems into broader categories. Therefore, problems such as "loss of urban wetlands" and "need to protect shorebird nesting areas" were both placed under the category of "Habitat problems". Each problem listed by the discussion group was given a score relative to its ranking (see example below). The scores for all ten problems from each of the twenty-two small groups were compiled to obtain the results which follow.

TABLE 1. Example of ranking and scores of issues within a small discussion group.

Group's Ranking	Score	Issue
1	10	Educational Needs
2	9	Habitat
3	8	Inter-agency Cooperation
		.
		.
10	1	Exotic Species



Ranking of Problems

The following is a listing of the thirty highest-rated problem areas defined by the workshop participants. The scores are summarized from all six workshops, with the highest scoring problem ranking first.

<u>Ranking</u>	<u>Score</u>	<u>Issue</u>
1	281	Habitat
2	232	Education and Awareness
3	171	Funding
4	121	Research and Species Inventory
5	86	Publicity for the Endangered Resources Tax Checkoff
6	71	Human/Wildlife Conflicts
7	64	Prioritization
8	58	Environmental Contaminants
9	46	Enforcement of Nongame & Pertinent Rules
10	45	Cooperation
11	34	Ecosystem Approach
12	30	Private Landowners
13	29	Protective Legislation
14	26	Intensive Agriculture
15	23	Public Participation
16	19	Glamour Species
17	18	Local Concerns
18	17	Urban Wildlife
19	16	Data Management
20	15	Game vs. Nongame Conflicts
21	14	Rare Plants
22	12	Planning
23	11	Water Quality
24	10	Exotic Species
25	7	Illegal Harvest
26	6	DNR Image
27	5	Preserve Size
28	4	Listing Criteria
29	3	Overregulation by DNR
30	1	Anthropomorphism



Hairy woodpecker (Nongame)



Summary of Priority Problems and Solutions

The following is a narrative summary of the thirty areas of problems and needs defined by the workshop participants. For the fifteen highest priority problems, there is a list of possible solutions as suggested by workshop participants. This summary tries to include all suggestions offered by the participants, ranging from general to very specific ideas. Several of the suggestions are repeated under different headings for clarification. At this time, no attempt was made to assign responsibilities for carrying out the suggestions. The solutions with an asterisk (*) are presently being implemented by the Department of Natural Resources (DNR). All other solutions will be considered in the development of the long-range management plan.

1. **HABITAT** - There is a continuing degradation and destruction of wetlands, prairies, forests, shorelines and habitats for all endangered, threatened and nongame plants and animals. There is need to protect, preserve, restore, and manage critical natural areas or habitats.

Inventory

- Identify critical habitat for nongame species on public and private lands.
- Classify and zone habitat types.
- Increase inventory personnel.
- Identify critical habitats in urban and developing areas.

Preservation

(1) Public Lands

- Incorporate management for nongame plants and animals in all management plans for public lands (i.e., forest and wildlife management areas).
- * Set aside critical habitat and high quality natural areas for protection and management.
- Encourage DNR Board to give top priority to hunting and fishing projects with nongame values.
- Develop guidelines for forest management for nongame species.
- Develop nongame management guidelines for park managers and local public officials.

(2) Acquisition

- * Acquire more state preserves for nongame species.
- Develop a special fund to purchase critical habitats in and near developing areas.
- * Acquire sufficient buffer lands to protect critical habitat and natural areas.
- Preserve critical shoreline habitat.
- Let The Nature Conservancy handle all habitat acquisition.
- * Expand the objectives of the Scientific Areas Program to include critical habitat for nongame as a priority for acquisition.
- Obtain more acquisition money from the legislature.
- Assure adequate preserve size by acquisition.

(3) Private Lands

- * Promote the donation of conservation easements.
- Encourage voluntary agreements to preserve and manage natural areas (e.g., through recognition or financial and technical assistance).
- Implement tax credits or reduced property taxes for preservation or restoration of wetlands and other areas of nongame habitat.

- Implement better zoning and land use controls.
 - Mitigate for the loss of habitat (e.g., land condemned for highways).
- (4) Permit Review
- * Insure careful review of all Chapter 30 and Army Corp 404 permits for negative impacts on nongame species.
 - * Work with the Public Intervenor and field offices to review all permits.
- (5) Penalties
- Mandate fines or mitigation requirements for illegal use, disturbance, or destruction of habitat.
 - Establish a fee for developing previously undeveloped land (i.e., subdividing).
 - Eliminate development grants and programs (e.g., Tax Incremental Financing) when used for environmentally degrading projects.

Management

(1) Habitat Management

- Develop specific management plans and guidelines for various habitat types.
- Obtain more funding and staff for habitat management.
- Train people to conduct habitat management workshops in local communities (similar to hunter safety program).
- Protect and enhance wild flowers by reducing the cutting and spraying of roadsides and railroad right-of-ways.
- * Continue managing land for the greater prairie chicken.

(2) Species Management

- Establish a program for community groups to build and distribute bluebird houses.
- * Continue the use of nesting platforms for:
 - Forster's terns
 - ospreys
 - bald eagles
 - double-crested cormorants, etc.
- * Use decoys and sounds to encourage nesting birds when necessary.

(3) People Management

- * Post signs listing restricted recreational uses of critical habitat areas and scientific areas.
- * Limit human use in sensitive areas, especially during nesting season of species such as common and Forster's terns and piping plovers.

Restoration

- Determine proper techniques for regenerating hemlock, cedar, oak, etc.
- Restore wetlands and prairies when possible (mitigate losses with new restorations).
- Use dredge materials to form beaches.
- Build a gravel bar at the north end of Lake Onalaska for tern and shorebird nesting area.

Education About Habitat Requirements

(1) Landowners

- * Make personal contacts with landowners to explain the ecological values of their land.
- Provide information on management, preservation, and financial assistance to landowners.

(2) Land Use Planners and Landscape Architects

- Educate them about wildlife and the values of natural areas and plantings for wildlife so they will plan with nongame in mind.

(3) The General Public

- Increase public awareness of the ecological values and aesthetics of urban wetlands and wildlife.
- Educate the public about the problems involved with habitat destruction.

2. EDUCATION AND AWARENESS - There is a general lack of public awareness and understanding on all aspects of nongame (e.g., status and importance of species, goals of the Bureau, importance of preserving habitat and species, etc.) There is a need for increased nongame and environmental education in schools, and in both rural and urban areas.

Groups to Educate

(1) DNR Employees

- Increase responsibilities and knowledge of DNR field staff on nongame species and existing regulations.
- Create two fulltime staff persons to work specifically on endangered resources education projects.

(2) Legislators

- Educate state legislators as to the necessity and urgency of protective legislation and budget appropriations for endangered resources.
- Educate legislators as to the need for tax incentives to encourage preservation of wildlife habitat and natural areas on private lands.

(3) Teachers

- Work with educators to develop curricula to be used for nongame and environmental education.
- Provide continuing environmental education for teachers through workshops and seminars.
- Require science teachers to take a one-day training course on nongame resources.
- Provide teachers with packets of information and lists of available information on nongame species and habitats.

(4) Children

(a) School Programs

- Require mandatory course work on environmental education and ecology.
- Require environmental education to be incorporated into all school systems at all age levels (e.g., Project Wild).
- Require "environmental competency tests" to be taken by graduating high school seniors.
- Stress environmental education in rural as well as urban schools--focusing on local and regional problems.
- Review and revise all school curricula which may be causing misconceptions about wildlife (e.g., "Little Red Riding Hood").

(b) Youth Groups

- Develop educational, hands-on projects for groups such as; 4-H, Future Farmers of America, Girl Scouts, Boy Scouts, Campfire Girls, Explorers, etc.
- Work with Audubon Camps, Trees For Tomorrow, Youth Conservation Corps, etc.
- Stress nongame and endangered resources in programs at the MacKenzie Environmental Center.
- Sponsor summer "wildlife camps", especially for inner-city children.

(5) Outdoor Recreationists (Conservation groups)

- * Provide speakers and slide shows to be available on request.
- Work with these groups (especially those who own land) to develop projects for nongame species management.
- Provide technical assistance on the management of nongame as well as game species.
- Incorporate nongame values and regulations into training programs (e.g., hunter safety, trapper education and boating safety).

(6) Environmental Organizations and Nature Centers

- * Work with these groups to promote environmental education throughout the state.
- Work with these groups to develop specific nongame management projects.

(7) General Public

- * Provide speakers and slide shows to civic clubs and at libraries
- Conduct workshops and seminars on nongame resources.
- Translate scientific research in a form that is understandable to the general public.
- Coordinate with local libraries and University Extension agents to distribute information.
- Utilize public places and forums, such as the farmer's market, conferences, etc., to distribute information.

Goals of Education

- To develop an understanding of the value of nongame species, their habitats and importance in the ecosystem (e.g., food webs).
- To develop an understanding of the importance of preserving and managing critical habitat.
- To encourage respect for the environment.
- To provide information on species identification, life histories, and habitats.
- To ease people's fears about unfamiliar wildlife.
- To emphasize local concerns so people can better relate to the problems involving nongame species.
- To develop an understanding of the impacts humans have on other life forms and what can be done to lessen the impacts.
- To encourage an environmental ethic so people will become conscientious consumers of our natural resources.
- To encourage public involvement in the endangered resources projects.
- To develop a few highly visible and successful projects to illustrate what the Bureau of Endangered Resources is doing.
- To develop a network of resource people to function as advisors and consultants in environmental education issues.

Specific Education And Awareness Projects

(1) Printed Materials

- * Update and reprint DNR publications - Life Tracks and Vanishing Wild.
- * Distribute a master list of available publications.
- Develop a one-page colorful handout explaining the positive values of preserving nongame species and habitats and the consequences of not preserving them.
- * Design a pamphlet on home landscaping for wildlife and the values of snakes, toads, and other wildlife in residential settings.

- * Develop life history articles.
- * Publish a book about endangered species to be used in schools.
- * Develop coloring books about nongame species for elementary schools.
- * Design place mats with wildlife games to be used in restaurants for kids.
- * Perform a literature search on the available information regarding nongame resources.

(2) Audio-visual

- * Obtain quality films and make them available to schools, libraries, etc.
- * Develop more slide shows with pictures and descriptions of the endangered, threatened, and rare nongame species.
- * Develop slide shows specifically for children about the endangered resources program.

(3) Media

- * Reduce misinformation about the DNR caused by the media.
- * Produce a regular DNR show on public television and radio.
- * Publish a weekly newspaper column on nongame wildlife.

(4) Special Programs

- * Adopt a state nongame mascot (e.g., Smokey the Bear).
- * Plan a state wildlife (or endangered resources) week, focusing on a different species each year.
- * Develop professional information programs for all age levels.
- * Sponsor field trips to allow people to view and appreciate natural areas and wildlife.
- * Encourage and assist private nature centers to develop nongame programs.
- * Develop a statewide speakers bureau to talk at schools, clubs, etc.
- * Focus education on one species or community type each year (e.g., osprey or prairies).
- * Develop a list of small projects that can be done by small groups or individuals (e.g., Boy Scouts or garden clubs) and will benefit wildlife or plants.

3. **FUNDING** - Present funding for the Bureau of Endangered Resources is unstable and inadequate to carry out the functions of education, research, habitat preservation, and management. The program needs to find alternative sources with checkoff contributions being above and beyond basic program funding.

(Solutions for the publicity of the Endangered Resources Fund are included later.)

Taxes

- * Make the checkoff like the Presidential Campaign Checkoff, where money comes from the state rather than from individual taxpayers.
- * Reword the tax form to read "Everyone will give \$1.00 unless checked off."
- * End the income tax surcharge.
- * Tax the development of previously undeveloped land.
- * Implement a special endangered resources excise tax (similar to Missouri's 1/8 of 1% sales tax).
- * Implement an equipment tax on binoculars, hiking and camping equipment, field guides, birdseed, and other products sold for nonconsumptive uses of wildlife in natural areas.
- * Implement an aluminum can tax or a tax on nonreturnable containers and nonrecyclable fast-food containers with monies going towards endangered resources.

State Funding

- Get funding for the basic Endangered Resources program from the general revenue with the checkoff contributions going towards additional projects.
- Use a portion of the sportsmen's license fees.
- Lobby the "powers that be" to increase funding.
- Utilize fines from poaching and other illegal activities.
- * Utilize ORAP funds (Outdoor Recreation Action Program).

Federal Funding

- * Request more federal funding (i.e., Pittman-Robertson money).

New Licenses or Fees

- Sell a "recreational" license, sticker, or permit for nonconsumptive users of nongame resources.
- Charge a user fee for anyone using state Fish and Wildlife Areas.
- Increase hunting fees by \$1.00.
- Sell a nongame stamp or certificate of support.
- Develop a membership "friends" group with dues.

State Lottery

- Designate money to go the endangered resources program.

Grants and Contributions

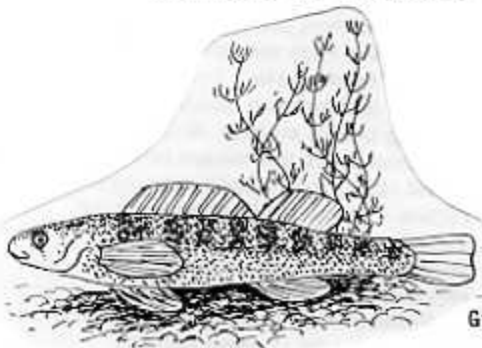
- Hire a professional fund raising/grant writing staff.
- Write more grant proposals to fund research.
- * Encourage corporate donations as tax write-offs and good public relations. Allow contributions to go to specific projects (i.e., timber wolf monitoring).
- * Appeal to philanthropic organizations and foundations for contributions.
- * Solicit matching funds.
- Ask Audubon Society to donate money from their birdseed sales.
- Develop an endowment fund so the Bureau of Endangered Resources can operate off of interest instead of capital.

Merchandise

- Develop endangered resources merchandise for fund-raising (e.g., T-shirts, bumper stickers, etc.), to be sold at conventions, sports shows, state fair, etc.
- Publish and sell technical reports specific to nongame and endangered species.

Use of Funds

- * Publicize the allocation of funds and how the contributions will be used.
- Distribute the Endangered Resources Funds equally to all six DNR districts.



Gilt darter (Threatened)

4. **RESEARCH AND SPECIES INVENTORY** - There is a need to obtain better baseline data on life history, distribution, population status, and potential threats for most nongame species and habitats - especially on plants, invertebrates and lower vertebrates.

Research Needs

(1) Basic Research

- Obtain basic research on all pertinent species prior to developing management plans.
- * Develop a list of needed research projects to send to university professors.
- Give funding priorities to basic research.
- Emphasize endangered taxa when determining research priorities.

(2) Inventory of the State Nongame Resources

- Complete an inventory and classification of all state resources.
- * Gather baseline data on a species prior to its reintroduction.
- Inventory grassland birds.

(3) Status of Species Populations

- Develop comprehensive guidelines for assessing populations.
- * Develop standards for listing and delisting species (the "Endangered and Threatened Species List").
- Delist red-necked grebe since Wisconsin is the far eastern fringe of its nesting range.
- Consider delisting barn owl as Wisconsin is on the edge of the nesting range.
- Determine why loggerhead shrikes are disappearing and what can be done about it.
- Determine status of sharp-tailed grouse.
- Add loon and bluebird to the "most wanted" list.

(4) Monitoring

- * Continue monitoring wolf populations.
- Initiate a long-term monitoring program for wetland birds (i.e., rails and herons).
- Monitor the Henslow's sparrow and add to "watch" list.
- Continue monitoring red-shouldered and Coopers hawk.
- Continue aerial surveys of nesting bald eagles.

(5) Literature Search

- Review the literature on species management work to avoid duplication of effort.

Sources of Research Aid

(1) DNR Personnel

- Increase BER staff for inventory.
- Expand the duties of game managers to include nongame research.
- Train field personnel to look for and report on sightings of endangered, threatened and watch species and high quality natural areas.

(2) Private Researchers

- Contract projects to local zoologists and botanists.
- Utilize private research facilities.

(3) Universities and Schools

- Provide small research grants for graduate students to work on nongame species.
- Use graduate students to conduct surveys of local populations of nongame species.

(4) Experts

- Utilize experts for life history research on individual species.
- Use the help of retired experts and university professors.

(5) Volunteers

- Solicit species observations from experienced volunteers (i.e., bird watchers).
- Utilize groups such as Audubon, to do basic inventory work.
- Ask scientific and natural areas stewards to do research and monitoring.

Data Management

- Computerize species inventory.
- Acquire adequate computer equipment and software.
- Compile data already collected.
- Hire permanent personnel for data management.
- Implement The Nature Conservancy's Natural Heritage system.

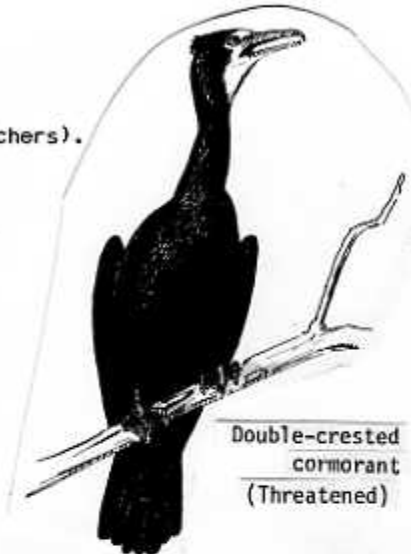
Data Exchange and Dissemination

- Make species inventory data available to the public and other government agencies.
- Make computerized species and natural area inventories available to other state agencies.
- Publish out-of-state to avoid duplication of effort.
- Coordinate research with other Great Lakes states and Canada.
- Develop a newsletter to publicize research and inventory work.
- Encourage information exchange between interested parties.

5. PUBLICITY FOR THE ENDANGERED RESOURCES TAX CHECKOFF - DNR needs to develop a more organized and widespread publicity campaign for the tax checkoff. The public is unaware that this is the primary means of support for the program and needs to know how the funds will be used.

Promotion Planning

- Hire professional advertising consultants.
- Ask advertising/marketing specialists to donate their time to the promotional campaign.
- Run a well-organized, comprehensive promotion campaign.
- Keep BER goals in mind, don't let publicity dictate program priorities.
- Be careful not to trivialize endangered resources issues (e.g., snail darter vs. Tellico Dam).
- Use a catchy name for the program rather than "nongame" (e.g., Habitat Preservation, Natural Heritage, etc.).
- Have the DNR Secretary help push the program.
- In the Twin Cities area, combine promotion with the Minnesota DNR's checkoff program.
- Coordinate promotion with Department of Tourism (e.g., information at tourist centers).



Double-crested
cormorant
(Threatened)

(2) Specific Points to Promote In Publicity

- * Explain what the program is, the project priorities, and how the contributions are spent.
- Publicize the program's past accomplishments.
- Publicize new projects that will be undertaken with the contributed money.
- * Publicize tax benefits of contributing to the fund.
- Emphasize species unique to Wisconsin.
- Appeal to the idea that people are contributing to the legacy of future generations.

Publicity Publications

- * Produce and disseminate a large quantity of high quality checkoff publications.
- Insert flyers with driver's licenses, park stickers, hunting and fishing permits, etc.
- Use mailing list to send information to conservation clubs.
- Posters should be larger, explaining the program fully, and using a symbol such as an eagle.
- Advertise on milk cartons.

Tax Forms

- Include a symbol such as an eagle on the checkoff line on the tax form.
- Include explanatory flyers along with the tax forms.
- Distribute informational flyers available everywhere people pick up the tax forms.
- * Provide a better explanation of the program in the tax booklet.

Tax Preparers

- * Distribute pamphlets and posters to Certified Public Accountants and tax preparers.
- * Encourage the tax consultants to inform their clients about the checkoff.

Media

- * Work closely with local editors, TV news shows, etc.
- * Assign a bureau press person.
- Promote the program through commercials during prime time television.
- Hire someone such as Bud Grant, John Denver or Robert Redford to do commercials for the program.
- Publish feature articles in glossy Sunday magazines.
- List free materials at the end of factual articles.
- * Utilize billboards.

Clubs and Organizations

- * Develop a network of communication and support with interest groups.
- * Utilize various organizations to distribute promotional materials.

6. **HUMAN/WILDLIFE CONFLICTS** - This concern encompasses many of the problems which are the basic cause of the loss of species and habitat, including: overpopulation, urban sprawl, exploitive and apathetic attitudes, misconception and fears of wildlife, human disturbance of critical areas through recreation and development and the predominance of economic priorities in land use planning.

Pressures on Nongame Species and Habitats

(1) Development Pressures

- Devise alternative solutions to development conflicts that will not negatively impact on wildlife.
- Plan and manage such that wildlife and plants have first priority, with human concerns and development needs coming second.

(2) Recreational Pressures

- Limit human intrusion into fragile areas.
- * Restrict usage in natural areas and critical habitats to compatible uses only.

(3) Forestry Conflicts

- Develop forest management guidelines that include diverse habitat types and less single species production to redirect the emphasis from "boards and cords".
- Preserve more small scale "natural forests" within tree plantations in state and county forests.

(4) Game Conflicts

- Develop demonstration projects where nongame projects aid game animals, and vice versa.
- Arrange for joint meetings between game and nongame enthusiasts.
- Publish of opposing views side-by-side.
- Encourage and organize debates of opposing views on television or radio talk shows.
- Raise the level of nongame research to the "macho" level of game species.

DNR Staff Needs

- Hire ecologists rather than game managers.
- * Provide wildlife managers with more training and information exchange regarding nongame management.
- * Inform and educate key people within the DNR and other agencies as to the needs for multiple use management.

Educational Needs

- Develop a comprehensive educational effort to improve public attitudes and reduce misconceptions about nongame.
- Show how the endangered resources program and preservation of natural areas and nongame can be of economic value to the public (i.e., spots on television such as "How frogs can be helpful in your garden").

7. **PRIORITIZATION** - There is a need to set priorities within the program to determine how funds should be allocated and which species and biological groups (e.g., plants, reptiles, insects, etc.) should be researched and managed for.

Endangered Resources Within DNR

- Elevate the scientific and natural areas and nongame programs to the status of parks and game management programs within the Department.
- Insist on the administration being "ecologically conscientious".
- Ask District Directors to direct wildlife managers to allocate a sufficient amount of their time to nongame wildlife effort.

Programs Within The Bureau of Endangered Resources

- * Develop a priority system within the program to implement the most important projects first.
 - Determine where work needs to be done and budget accordingly.
 - Develop statewide directives for research and inventory of important species.
 - Consider cost-effectiveness of various projects.
- * Develop diversity in the expertise and training of the program staff.

Determining Priorities for Species

- * Prioritize on the basis of needs rather than glamour.
 - Establish funding in accordance with the degree of endangerment, utilize the best available biological data.
 - Increase awareness of the values of unpopular and lesser known species through information spots and newspaper articles.
 - Stress importance of smaller animals being at the base of the food chain.
- * Be less protective and more realistic when considering what is really endangered.

8. ENVIRONMENTAL CONTAMINANTS - Knowledge is inadequate about problems involved with pesticides, PCB's, pollutants, acid rain, and road salt and their effects on nongame species and their reproduction.

Monitoring

(1) Individual Species

- * Monitor endangered, threatened, and rare species for toxins.
- * Begin periodic monitoring of sensitive indicator species.

(2) Communities/ecosystems

- * Research the potential effects of human-induced environmental changes.
- * Monitor wetlands for the effects of nonpoint source pollution.
- * Monitor water quality in areas of nesting terns, great egrets and double-crested cormorants.

(3) Sources of Toxins

- * Monitor to determine sources of contaminants affecting birds and other wildlife.
- * Research the biological effects of road salts.
- * Investigate synergistic effects of multiple pollutants.
- * Work closely with the Wisconsin Department of Agriculture, Trade and Consumer Protection.
- * Require chemical manufacturers to bear the cost of research and monitoring.

Alternatives To Pesticide Use

(1) Restricted Pesticide Use

- * Revise chemical philosophy to "Don't use until proven safe".
- * Restrict pesticide use until information is available on the impacts on nontarget species.
- * Work with state and county highway departments to eliminate indiscriminate mowing and spraying of roadsides.

(2) Biological Control

- Work with local agricultural communities to develop and use biological controls.
- Utilize more biological controls on problem species.
- Educate farmers as to the use of integrated pest management techniques.

(3) Public Education

- Provide more public notice about problems with toxins (e.g., groundwater contamination).
- Conduct non-technical, semi-formal public information meetings on toxins and their effects on wildlife.
- Increase public education about acid rain.

Legislation

- (1) Pollution and Chemical Standards (LD 50 levels) - Reduce allowable levels to be set for wildlife tolerance as well as for humans.

(2) Use of Chemicals

- Implement stronger laws regarding research prior to marketing chemicals.
- Implement stronger limits on the use of aquatic herbicides.
- Require better training of pesticide applicators.
- Require pesticide applicators to report amounts of all pesticides used.
- Get the U.S. government to stop selling dangerous chemicals to other countries.

(3) Disposal

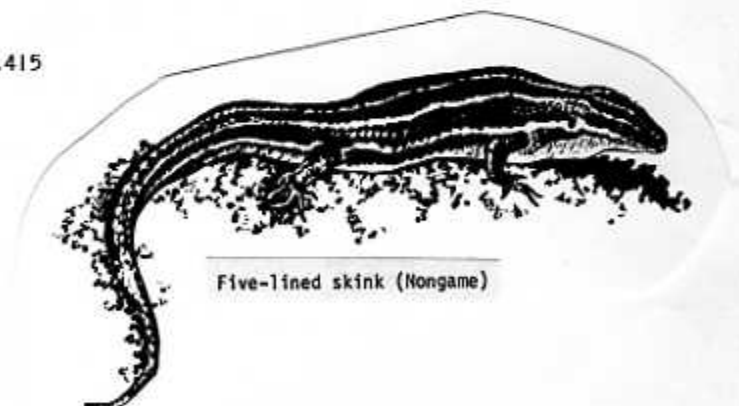
- Implement tighter control on industrial dumping.
- Require stricter controls on emissions (i.e., auto and industrial).
- Demand that producers of contaminants should be responsible for their proper disposal.
- Review pollution discharge permits.

9. **ENFORCEMENT** - Present laws to protect nongame wildlife and plants are inadequate. DNR conservation wardens and judges do not enforce present laws sufficiently. Penalties are not strong enough to discourage violations.

Rules To Enforce

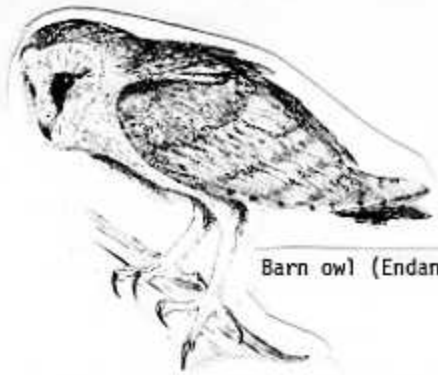
(1) State Statutes and Administrative Rules

- Endangered and Threatened Species, Section 29.415
 - NR 1.17 Nongame Wildlife Policy
 - NR 10 Game and Hunting
 - NR 16 Game Farms and Exhibits
 - NR 18 Falconry
 - NR 19 Miscellaneous Game Fur and Fish
 - NR 20 Fishing
 - NR 24 Clams and Clamming
 - NR 27 Endangered and Threatened Species



Five-lined skink (Nongame)

- Shoreland Wetland Zoning
 - NR 115 Wetland protection in unincorporated areas.
 - NR 117 Wetland protection in urban areas.
- Wetlands Preservation, Protection and Management, NR 1.95
- Wild Ginseng Regulations, Section 29.547 and NR 28



Barn owl (Endangered)

(2) Federal Statutes

- Endangered Species Act
- Migratory Bird Treaty Act
- Federal Water Pollution Control Act, Section 404, regulated by the Army Corps of Engineers.

Personnel

- Coordinate with the DNR's Law Enforcement Bureau by directing wardens to give high priorities to nongame violations.
- Educate conservation officers as to: importance of protecting nongame species, and identification of endangered, threatened, and watch species.
- Hire more law enforcement personnel.
- Assure better selection of law enforcement and judicial personnel.
- Authorize and encourage local (non-DNR) law enforcement personnel to enforce nongame laws.
- Educate judicial personnel as to the seriousness of protecting nongame species.

Legislation and Penalties

- Increase the requirements to obtain endangered species and depredation permits.
- Require certification of pet stores, biological supply houses, roadside zoos, etc.
- Increase penalties and fines for nongame violators.
- Increase public awareness of nongame wildlife and plant laws and of the penalties involved.

Public Involvement

(1) Education and Awareness

- Stress the need for law enforcement to the public.
- Stress the need for public involvement to prevent poaching and violations.

(2) "Crime Watch" System

- Expand the toll-free poacher hotline to report sightings and violations of nongame animals and plants.
- Encourage 'watch dog' enforcement to protect designated natural areas.

(3) Permit Review - Increase public review of Army Corps of Engineers 404 (dredge and fill) and building permits.

10. COOPERATION - There is inadequate cooperation and communication between BER and other bureaus and district staff, with other state, federal and local agencies, with private organizations, and with volunteers.

Intra-Agency (Within DNR)

- Coordinate with other bureaus to emphasize the need to include nongame and natural areas management in all master plans.
- Devise a comprehensive plan for all of the state's natural resources.

- Diversify the habitat in parks to manage for all wildlife.
- Redirect present emphasis on game, forestry, etc. to endangered resources.
- Demand that the Bureau of Endangered Resources should have an over-riding say in situations involving critical species.
- Establish better communications between Madison and the field personnel throughout the state.
- Write fewer memos and talk face-to-face.

Inter-Agency Cooperation

(1) Agencies and Organizations

- Work cooperatively with: city parks, zoos, nature centers, University Extension, zoning administrators, universities, private organizations, private foundations, other state agencies.
- Recognize the involvement of other agencies in nongame management and protection.

(2) Cooperative Needs

- Increase public and agency awareness of Bureau of Endangered Resources programs.
- Work with state and private institutions to do necessary research.
- Find new funding mechanisms.
- Coordinate with other organizations for habitat acquisition.
- Develop and preserve habitat.
- Continue cooperation with Minnesota to work on reintroducing Peregrine falcons along the Mississippi River bluffs.
- Continue working with private rehabilitators to raise and release barn owls.
- Coordinate a State Natural History Council - bringing together several disciplines.

(3) Right-of-way policy (I.e., roadsides, railroads, etc.)

- Establish an Inter-agency board to develop a right-of-way policy on heritage protection.
- Train maintenance personnel to cut and spray only noxious weeds and safety hazards.
- Find funding sources for surveys and research.
- Obtain cooperation of local units of government and private utility corporations.

(4) Information Exchange

- Establish a regular communication forum to avoid duplication of efforts between interest groups, state and federal agencies, and other states and countries.
- Develop a clearinghouse to review projects by other bureaus concerning nongame species.
- Publish an informal document for distribution to management agencies and interested groups regarding ongoing research, inventory and management work.
- Provide an information exchange without excessive bureaucracy.

11. ECOSYSTEMS APPROACH - DNR and other agencies need to develop a more holistic approach to preservation and management (e.g., management for a community and habitat rather than for a single species).

Improvement of Public Attitudes Through Increased Awareness

- Provide information on facts relative to nongame species such as wolves and other "feared" animals.
- Provide information about the ecological value of predators.
- Provide information on the importance of preserving all members of the ecosystem (make words such as "niche" a household word).

Amend DNR Policies To Be Ecosystem Oriented

Amend Bureau of Endangered Resources Programs To Be Ecosystem Oriented

- Develop ecosystem management programs rather than single species management.
- Determine a specie's role in the ecosystem and what it's potential loss could mean to the ecosystem.
- Initiate research on long-term ecosystem consequences of human disturbance.
- Work with the World Future Society and Society for General Systems Research (international organizations).

12. PRIVATE LANDOWNERS - DNR and the legislature need to provide financial incentives as well as information and advice to private landowners to encourage the preservation and management of nongame species.

Incentives for Preserving and Managing Natural Areas and Nongame Habitats

(1) Financial assistance

- Provide tax breaks for the protection of streams, wetlands, and designated natural areas.
- Implement a program of cost-sharing for habitat protection.
- Initiate a private lands program similar to the Woodland Crop Law.

(2) Provide recognition and awards to persons doing outstanding jobs of preserving habitat.

Technical Assistance

- Increase landowner contacts by DNR personnel
- Do more inventory on private lands.
- Provide on-site management advice to landowners of private critical areas.
- Provide written information to assist landowners on the inventory, preservation, management, and restoration of their land.
- Develop model projects to illustrate private lands management.

Legal Controls To Protect Critical Private Lands

- Strengthen zoning regulations to incorporate nongame habitat.
- Extend land use controls for the preservation of primary habitat.

13. PROTECTIVE LEGISLATION - Legislation must be developed and passed which will provide greater protection to endangered and threatened plants and animals and nongame species not currently protected. There is also a need for legislation to protect natural areas and habitats, especially upland wetlands, prairies, and shorelines.

Legislative Topics

(1) Species Protection

- Increase fines for poaching, killing, or injuring protected species.
- Establish legal protection for presently unprotected species, such as: plants, bats, reptiles, amphibians, mollusks, and insects.

(2) Habitat Protection

- Establish legal protection for urban wetlands.
- Provide tax breaks for wetland owners.
- Develop comprehensive wetland protection laws.

- Develop grassland protection laws.
- Increase fines for zoning violations and re-evaluate current zoning laws.
- Establish taxes for developing previously undeveloped lands.
- Ask the Legislature to appropriate more money for land acquisition.

(3) Environmental Protection

- Strengthen legislation dealing with agricultural problems.
- Tighten controls on industry dumping and emissions.

Implementing Legislative Changes

(1) Legislators

- Develop good relations with state legislators.
- Have supportive legislators sponsor necessary bills.
- Pressure the legislature using DNR clout.

(2) Private Citizens

- Provide information to the public through environmental groups for lobbying purposes.
- Have interested persons write their legislators about important issues.
- Vote for environmentally sensitive candidates.

14. INTENSIVE AGRICULTURE - Many nongame problems are involved with agriculture such as: soil erosion, overuse of pesticides and fertilizers, clearing of fence rows and wood lots, and drainage of wetlands.

Information and Education

- Educate farmers on the general environmental effects of agriculture.
- Provide an information clearinghouse and support program for biological control techniques.
- Educate farmers on the values of woodlots and fence rows.
- Work closely with the Agriculture Extension, Soil Conservation Service, and Coastal Zone Management programs.
- Work with farm youth groups such as 4-H and Future Farmers of America to develop an understanding and appreciation of the importance of wildlife management.

Incentives For Preservation

- Provide tax breaks or financial assistance for utilizing conservation methods, such as: no till agriculture, contour plowing, fencing cattle out of woodlots and streambanks, and retaining or planting fence rows.
- Provide economic incentives to protect stream banks (i.e., stream bank stabilization program).
- Provide financial assistance to encourage the retention of small family farms.
- Encourage participation in long-term federal programs (i.e., Soil Bank).
- Eliminate environmentally degrading cost-sharing programs for farmers.

15. **PUBLIC PARTICIPATION** - There is insufficient public involvement in the Endangered Resources program. DNR should encourage involvement through: volunteering for specific projects, reviewing plans, and working through cooperating organizations.

Citizen Involvement in Endangered Resources Planning.

(1) Advisory Groups

- * Appoint a citizen's Advisory Board to oversee the program, investigate and evaluate potential critical habitats, and to assist in the preparation of management plans.
- Appoint local people to advise on specific projects.
- Request an Endangered Resources Committee to be appointed in the Conservation Congress.

(2) Input from the General Public

- * Improve public relations by soliciting public input on various projects.
- Provide for public review of long- and short-range plans.

Volunteer Projects

- * Involve volunteers in field work presently done by DNR personnel, such as: inventory of plants, animals, and natural areas, research, and species and habitat management.
- Develop a program for allowing groups to "adopt" and monitor certain natural areas.
- Train volunteers to help with education and awareness projects (e.g., slide shows, speaking engagements, displays).
- Develop a fact sheet, "What You Can Do To Help Wisconsin's Endangered Resources".
- Recognize volunteers with patches or certificates of appreciation.

Other Suggestions for Increasing Public Participation

- Provide a DNR Hotline for local assistance on wildlife problems.
- Encourage DNR personnel to become involved in their own communities.
- Encourage participation of special interest groups (e.g., loggers, resort owners, and developers).



Harbinger-of-spring (Endangered)



Heart-leaved plantain
(Endangered)

Additional Problems Presented by Workshop Participants

Solutions to the following problems were incorporated into the previous problems and solutions.

GLAMOUR SPECIES - Too little attention has been paid to the less popular species, such as: plants, reptiles, amphibians, fish and invertebrates. The public has many fears and misconceptions relating to these species.

LOCAL CONCERNS - Education and public participation programs need to focus on local and regional problems to generate public interest and involvement.

URBAN WILDLIFE - There is a need to develop an educational program specifically for city-dwellers with an emphasis on projects encouraging wildlife to their yards and preserving and enhancing habitat that exists in and around the urban area.

DATA MANAGEMENT - The Bureau of Endangered Resources needs to develop an integrated and computerized data management system which can be accessed by others in DNR and other agencies. The program should integrate with The Nature Conservancy's data base.

GAME VS. NONGAME MANAGEMENT CONFLICTS - The present overemphasis on game management by DNR and the general public often creates problems with the management of nongame (e.g., forest edge management for deer may conflict with the large forest stands needed for forest interior songbirds).

RARE PLANTS - There is too little emphasis on the inventory and management for endangered, threatened and rare species of plants. Wisconsin needs greater legal protection for rare plants.

PLANNING - DNR needs to develop a long-range plan for the nongame program and to integrate nongame management into land use planning processes at all governmental levels.

WATER QUALITY - Water quality in lakes, streams and rivers is declining and threatens fish, mollusks, aquatic invertebrates, plants and higher animals which feed on them.

EXOTIC SPECIES - Native plants and animals are being out-competed by non-native species (e.g., purple loosestrife and starlings). There are also problems with the planting of non-local genotypes and large stands of a single species (e.g., switchgrass).

ILLEGAL HARVEST - There continues to be illegal collection of rare plants and animals by scientists and amateurs, poaching, and intentional killing of nongame species and the destruction of natural areas and habitat.

DNR IMAGE - Negative feelings towards the DNR adversely impact the nongame program and its funding.

PRESERVE SIZE - Most natural habitat preserves are of inadequate size to preserve the genetic diversity representative of the community.

LISTING CRITERIA - The criteria for determining status and putting plants and animals on the endangered and threatened species list is in need of revision.

OVERREGULATION BY DNR - Regulations are too strict and too many permits are required for persons breeding and possessing endangered or threatened species in captivity.

ANTHROPOMORPHISM - The public often does not accept that nongame animals are wild and will behave accordingly.

Additional Suggestions Offered by Workshop Participants

WILDLIFE REHABILITATION

- Provide written information on methods to be used by private rehabilitators.
- Develop a clearinghouse for information on rehabilitation techniques
- Encourage rehabilitators to concentrate their efforts on those species needing the most help.
- * Set stronger requirements for getting rehabilitators permits.
- Work with rehabilitators and captive breeders to utilize their animals for educational presentations.
- Get several experienced rehabilitators to agree to speak to groups upon request.

PROPAGATION OF PLANTS AND WILDLIFE

- * Encourage experienced breeders to experiment with methods to breed and release rare animals.
- Encourage private propagation of endangered and threatened species.
- Develop a policy on private propagation and sales of endangered and threatened species.
- Develop a prairie seed nursery run by DNR or DOT for local plantings.

EXOTIC SPECIES

- Inform public, nurseries, and others of the problems involved with the introduction of exotic species.
- Expand nuisance plant laws to include those causing problems in natural areas (i.e., purple loosestrife).
- Encourage or require the use of native species in public landscaping projects.
- Take action to reduce the numbers of exotic bird species.
- Set controls on exotic predators.

IMPROVEMENT OF DNR IMAGE

- Reduce misinformation about DNR from the media.
- Promote DNR projects with high public appeal.
- Emphasize career opportunities in natural resources to young people.
- Hold open houses for the public at local DNR offices.
- Divorce the Bureau of Endangered Resources from the State DNR.

OTHER SUGGESTIONS

- Have one nongame biologist in each of the six DNR districts.
- Stock depleted populations of nongame species with individuals obtained from areas with sufficient populations.
- Provide for supplemental feeding of endangered and threatened species in times of climatological destruction.
- Protect migration routes of small mammals, reptiles, and amphibians with seasonal signs such as, "Caution - Salamander Crossing".
- Assure people that an increase in a species' population will not necessarily lead to its being hunted or trapped.



Greater prairie chicken
(Threatened)

Workshop Summary

The summer of 1984 has now passed into history, but it will long be remembered as a highlight in Wisconsin's nongame program.

For the first time, Wisconsinites interested in the well-being of their flora and fauna had a chance to tell the DNR what they thought about the nongame program in Wisconsin. Working in small groups, citizens developed lists of issues, problems, and solutions concerning nongame species. Their labors are recorded in this report.

The Bureau of Endangered Resources was aware of many of the issues identified. Problems such as loss of critical habitat, declining species' populations, lack of funding, and lack of education were certainly not new, but wide-ranging discussions helped to better address these problems.

Perhaps the most helpful results from the workshops were the numerous practical solutions identified by the various groups. The solutions put forth offered a variety of fresh approaches. Many of these proposed solutions will be included in the nongame strategic plan and implemented in the near future.

Through a post-workshop questionnaire, the participants identified public education, habitat management and preservation, research, and land acquisition as priority issues (Appendix E). Individual participants at the six workshops ranked public education and information as the most important use of funds. This contrasted slightly with the group rankings that placed habitat concerns first and public education and information second.

Although results varied among individuals and between workshops, the general conclusion was that BER should allocate more funding toward education, habitat protection and management, research and inventory. Small-scale projects dealing with individual animals through restocking and rehabilitation received low priorities.

As evidence of a heightened interest in nongame programs 109 participants expressed a desire to become involved with one or more projects. Volunteers will be contacted by the Bureau staff when needed for specific projects. Additional persons interested in helping with BER projects should send in a completed copy of the volunteer project list (Append. F).

The Wisconsin nongame program has taken a major step forward as a result of the 1984 workshops. We are indebted to all of you who participated in the workshops, and we're especially grateful to the sponsors and moderators who helped organize and run the workshops. Thanks to you, the summer of 1984 won't be forgotten.



Canada lynx (Endangered)

APPENDIX A

Public Nongame Workshop Participants

MADISON

John Lyons
 Phil Cochran
 Jack Fedell
 Laurie Osterndorf
 Tim Peckham
 Norma A. Vargas
 Carol Luetkens
 Bill Alverson
 Joe Hickey
 Michael DeJong
 Michael Mossman
 Lisa Hartman
 John Wetzel
 Charlie Barrett
 Grant Cottam
 Glenn Chambliss
 Elayne Orr
 Gordon Orr
 George Hall
 Larry Sperling
 Brandy French
 John Fleckenstein
 Eric Epstein
 Carl Batha
 Frank Freese
 Craig Allen
 Greg Geller
 Debbie Geller
 Russel O. Wagner
 Wendy E. Ormont
 Susan Foote-Martin
 Elliot Stokes
 R. V. Nustad
 Doug Fendry
 Pam Johnson
 Barb Egelhof
 Tim Kessenich
 George Allez
 Ann Cary
 Joe Harmon
 Betsy Bartelt
 Dave Fallow
 Randy Falstad

MILWAUKEE

Bill Volkert
 Brent Haglund
 Ken Kawata
 Andy Larson
 Charles N. Weise
 Jim Rehnartz
 Noel Cutright
 Ron Leys
 Fred Broerman
 Allison Broerman
 Robert Ahrenhoerster
 Mary Lou Van Gompel
 Tom Howard
 Pat Liebl
 Carol Blintz
 Tom Blintz
 Pat Parsons
 John Penter, Sr.
 John W. Edelblute
 Tim G. Krueger
 David H. Hewitt
 Mary Ellen Johnson
 Tom Smith
 Marjie Martinez
 Janet MacIver
 Richard Barloga
 Sue Moser
 David Stokes
 John Nelson
 Janet R. Nostrom
 Peter Borgo
 Dennis Eichers

GREEN BAY

Frank Roznik
 Joel Trick
 Gerald Lemerond
 Bruce Eichhorst
 Jeff Reed
 Ty Baumann
 Sandy Kallunki
 Marty Gallagher
 Lloyd Gerrits
 Dorothy Geldahl
 Anne Keronen
 Kurt Rentmeister
 Mike Simmons
 Joe Jopek
 Don Drayna
 Steve Miller
 Jim Raber
 Jon Bechle
 Heidi Browne
 Barney Browne
 Ann Miller
 Ellen Lambeth
 Chris Groth
 J. J. Goodwin
 Kathy Colavitti
 Wm. Rienks
 John Lampereur
 John Jacobs
 Gary Fewless
 Bill Fisk
 Pat Herzog
 Sue Krueger
 Dave Otto
 Jim Steffen
 Amy Steffen
 Bob Brisson
 Jim Meeker
 Julie LeMay
 Gregory E. Weber
 Marty Weber
 Tom Bahti
 Patricia Wille
 Tim Kubiak
 Dick Johnson
 Dale Schaber
 Jim Schultz
 Carol Holden
 Sally Peck
 Raymond Kilss
 Mary Popple
 Mike Grimm
 Tom Erdman
 Bobbie Klaus
 Gerhart Wille



Sandhill crane
 (Nongame)

STEVENS POINT

Dan Zekor
 Linda McLean
 Ron Zimmerman
 Dan Coble
 Gene Jacobs
 Lloyd Ure
 Bill Horvath
 Mary Ann Krueger
 Ken Machtan
 Cindy Solinsky
 Loretta Klingsberg
 Dale A. Decha
 Randy Champeau
 Lyle Nauman
 Hal Roberts
 Lucy Peters
 Brian Peters
 Garry Knopf
 George Rogers
 Vincent A. Heig
 Dennis Seevers
 Don Follen
 Jeff Rautio
 Tim Drawbaugh
 Cheryl Rezobek
 Thomas Meier
 Karen Coey
 Ray Anderson
 Rob Kundert

ASHLAND

Richard Alvin
 Tina Gastreich
 Thomas P. Mentzger
 Jeff Wilson
 Jan Engel
 Marty Engel
 John Olson
 Raymond Vallen
 Sam Moore
 Carol Zinsmaster
 Charles Zinsmaster
 Dan Small
 Fred Strand
 Bruce Moss
 Howard Sheldon
 Cliff Wirta
 Larry Gregg
 Kevin Morgan
 Janelle Shook
 Mark Peterson
 Tom Doolittle
 Paul Kooiker
 Jim Hoeffler
 Kathy Snell
 Michael Heim
 Mark Blackburn
 Tom Klein
 Jim Pierce
 Jim Bishop
 Dave Evenson
 Dick Verch
 Jim Riemer
 Merryll Bailey

LA CROSSE

Ray Kyro
 Bob Drieslein
 Kim Mello
 Terry Valen
 Steve Krueger
 Bob Miller
 Rich Owens
 Inese Epstein
 Lori Hein
 Bobbie Wilson
 Jack Blask
 Phoebe Sorenson
 Joe Kurz
 Mark Mosey
 Allen Sheldon
 Terrence Ingram
 Nancy Ingram
 Dean Martalock
 Stephen McGovern
 Eleanor Sullivan
 Penny Murn
 Bob Fisher
 Jeff Bullen
 Pat Caffrey
 Bob Read
 Richard Ryan
 Dale Erlandson
 Virgil Roberts
 Tom Hunter
 Mike Riegert



Great blue heron (Watch)

APPENDIX B

List of Moderators

The following persons were of invaluable assistance in leading the small groups discussions, recording all ideas generated, calculating the rank orders, and reporting the results to the rest of the group. We greatly appreciate their help.

Madison

Joseph J. Hickey - UW Madison-Wildlife Ecology
Glenn Chambliss - Madison Audubon Society
Carol Luetkens - Madison Audubon Society
Brandy French - UW Madison-Zoology
John Fleckenstein - The Nature Conservancy
Greg Geller - Barn Owl Cooperator
Lisa Hartman - International Crane Foundation

Milwaukee

William Volkert - Fond du Lac County Audubon Society
Noel Cutwright - Wisconsin Society for Ornithology
Ken Kawata - Milwaukee County Zoo
James Reinartz - UW Milwaukee-Field Station
Brent Haglund - The Nature Conservancy
Andrew Larsen - Riveredge Nature Center
Charles Weise - UW Milwaukee-Zoology

Green Bay

Thomas Erdman - UW Green Bay-Richter Museum
Tyrus Bauman - Bay Beach Wildlife Sanctuary
Frank Roznik - Bay Beach Wildlife Sanctuary
Tim Kubiak - U.S. Fish and Wildlife Service
Joel Trick - UW Green Bay
Randy Korb - Bay Beach Wildlife Sanctuary
Ray Kliss - Brown County Conservation Alliance

Stevens Point

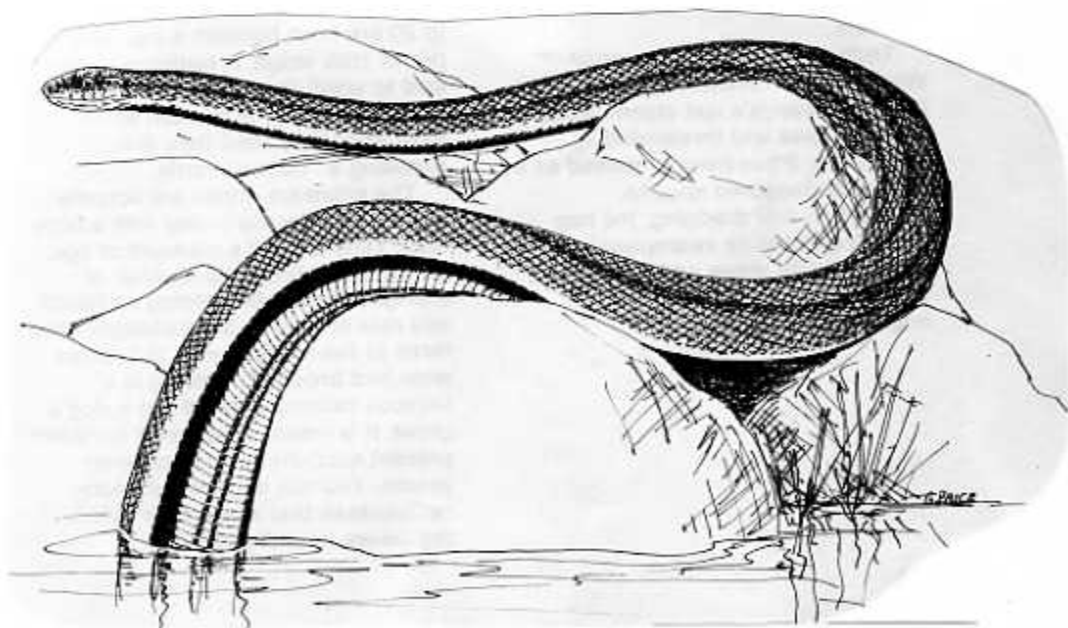
Hal Roberts - Wisconsin Society for Ornithology
Dan Coble - Wis. Cooperative Fishery Research Unit - UWSP
Ron Zimmerman - Schmeckel Reserve, UWSP
Ray Anderson - UWSP-College of Natural Resources
Lyle Nauman - UWSP-College of Natural Resources

Ashland

Richard Verch - Northland College Biology
Jim Pierce - Sigurd Olson Environmental Institute
Merrill Bailey - National Park Service
James Riemer - Consulting Botanist
Mark Blackburn - Northwoods Wildlife Center
Mark Peterson - Sigurd Olson Environmental Institute
Tom Doolittle - Cable Natural History Museum

La Crosse

Kim Mello - Fort McCoy
Steve Kruger - Fort McCoy
Steve McGovern - La Crosse Audubon Society
Patrick Wilson - La Crosse Sierra Club
Robert Drieslein - U.S. Fish and Wildlife Service
Dean Martalock - La Crosse Audubon Society



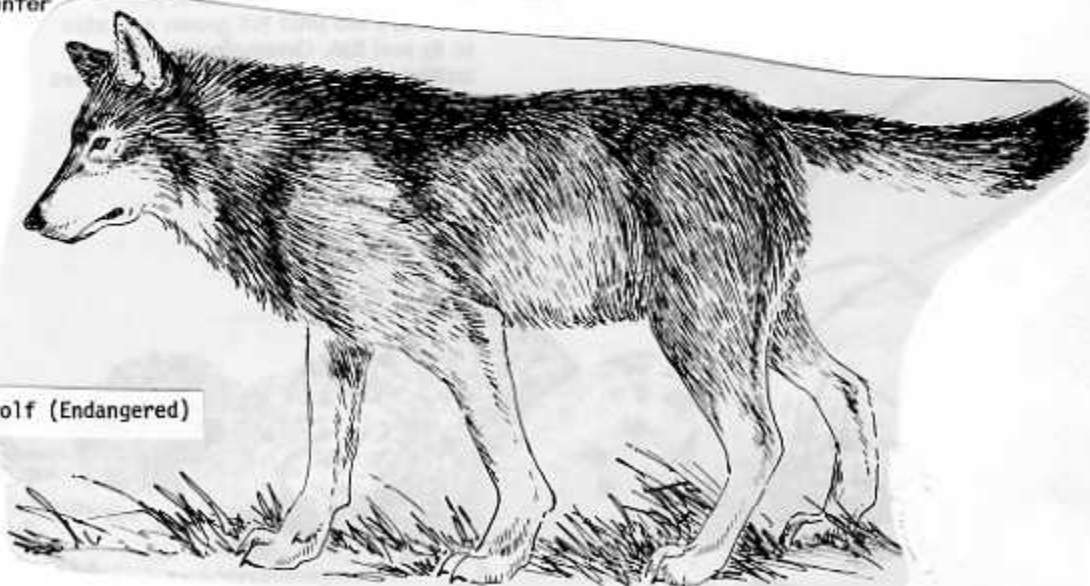
APPENDIX C

Organizations Represented at the Nongame Public Workshops

Alliance for Animals
 Assembly District Legislator
 Audubon Society - Aldo Leopold Chapter
 Audubon Society - Fond du Lac County
 Audubon Society - La Crosse
 Audubon Society - Lakeland
 Audubon Society - Madison
 Audubon Society - Northwestern Wisconsin
 Bay Beach Wildlife Sanctuary
 Boy Scouts of America
 Brown County Conservation Alliance
 Cable Natural History Museum
 Candidate - 70th District Assembly
 Candidate - 94th District Assembly
 Cedar Grove Ornithological Station
 Chiwaukee Prairie Rescue Coalition
 Conservation Congress
 DNR - employees from all six districts
 Dane County Natural Heritage Foundation
 Daniel Boone Conservation League
 Eagle Valley Environmentalist
 Environment Wisconsin
 Environmental Decade
 Fort McCoy - Department of the Army
 Friends of Animals
 Green Bay News Chronicle
 Hixon Forest Center for Environmental Education
 International Crane Foundation
 Izaak Walton League
 La Crosse Regional Planning Commission
 League of Women Voters
 Manitowoc County Fish and Game
 Milwaukee County Parks
 Milwaukee County Zoo
 Milwaukee Journal
 National Association of Conservation Districts
 Northland College - Biology Department
 Northwoods Wildlife Hospital and Rehabilitation Center
 Peninsula State Park
 Prairie Seed Source
 Riveredge Nature Center
 St. Norberts College
 Schlitz Audubon Center

Sierra Club - Coulee Region Group
 Sierra Club - Four Lakes Group
 Sierra Club - Fox Valley Group
 Sierra Club - Racine-Kenosha Group
 Sierra Club - Southwest Group
 Sigurd Olson Environmental Institute
 Stevens Point Journal
 Student Wildlife Society - UW-SP
 The Nature Conservancy - Wisconsin Chapter
 U.S. Fish and Wildlife Service
 U.S. Forest Service
 U.W.-Green Bay - Richter Collection of Natural History
 U.W.-Madison - Botany
 U.W.-Madison - Center for Limnology
 U.W.-Madison - Institute for Environmental Studies
 U.W.-Madison - Landscape Architecture
 U.W.-Madison - Wildlife Ecology
 U.W.-Madison - Zoology
 U.W.-Milwaukee - Field Station
 U.W.-Oshkosh - Biology
 U.W.-Stevens Point - College of Natural Resources
 U.W.-Stevens Point - Schmeeckle Preserve
 University of Wisconsin Extension
 WDOZ
 WSPT
 WXYQ
 Wild Resources Advisory Council
 Wildlife Society - Wisconsin Chapter
 Wisconsin Bird and Game Breeders Association
 Wisconsin Bow Hunters Association
 Wisconsin Coalition for Recycling
 Wisconsin Conservation Corps
 Wisconsin Cooperative Fishery Research Unit
 Wisconsin Electric Power Company
 Wisconsin Falconer's Association
 Wisconsin Herpetological Society
 Wisconsin Phenological Society
 Wisconsin Society for Ornithology
 Wisconsin Wetlands Association
 Wisconsin Wildlife Federation

Timber wolf (Endangered)



APPENDIX D

Guidelines for Small Group Discussions

Session I - NONGAME SPECIES, HABITATS, AND OTHER PROGRAM PROBLEMS

- Discussion should include all endangered, threatened and nongame species (including plants, birds, mammals, reptiles, amphibians, fish, and invertebrates), habitats (including forests, wetlands, prairies, urban and agricultural environments), and other concerns such as public education and awareness, continued funding for the Endangered Resources program, legal protection for species, etc. - BE SPECIFIC.
- Fifty minutes total time will be allowed to discuss and prioritize the problems.

Time Breakdown

- 5 min. - Participants all introduce themselves.
Moderators explain what issues they should be thinking about - redefine nongame.
Answer any questions on organization or procedure.
Pass out several sheets of paper to each person.
- 5 min. - Have everyone write down all nongame issues of concern to them (problems only).
- 10-15 min. - Compile a list of everyone's ideas by the following method:
Going around the table, allow each participant to list one idea at a time.
Moderators should record the idea as accurately as possible on the large sheets of newsprint. If idea is long, have the participant try to shorten it such that the original idea is still evident.
Avoid rewording or summarizing other peoples' ideas.
Keep going around the table until all ideas have been exhausted or the allotted time has passed.
Moderators should include themselves when taking turns at listing problems.
All lists should be taped to the wall for everyone to see.
Keep the ideas flowing and do not stop the conversation while waiting for an idea to be written down. You should have two people who are either leading the discussion or writing. Get as many problems listed as possible.
- 10 min. - Discuss the problems that are listed and where necessary (and by the group's consent), lump similar ideas and eliminate those that do not pertain to the nongame program.
As for clarification of ideas where necessary.
- 5 min. - Have each participant write down the top ten issues (in order) that concern them.
- 10 min. - Going around the table, have each tell their priority issues, one at a time.
Write down the priority rank which each problem is given by each participant.
- 5 min. - Participants take a break while the moderators keep on working. The moderators will tally up the points each issue is given by assigning the following values to each priority number:

Priority No. 1 = 10 points
Priority No. 2 = 9 points
.
.
.
Priority No. 10 = 1 point

The issue with the most points will be the groups' number 1 priority. List the groups' ten priority issues on one large sheet.

Call the participants back into the room.
Ask the participants to hand in their original lists (no names necessary) - bundle and initial these.

Session 2 - SOLUTIONS OR PROGRAM FUNCTIONS

- Discussion should include all ideas pertaining to how DNR can best manage and protect our endangered resources (including such areas as educational programs, land acquisition, habitat management, plant and animal surveys, research, wildlife rehabilitation, restoration and stocking, legislation to provide greater protection and any other areas which may pertain to the nongame program goals. - AGAIN, BE SPECIFIC.
- Fifty minutes total time will be allowed to generate solutions. There will be no ranking of priority solutions.

Time Breakdown

- 5-10 min. - Have each participant independently generate a list of solutions or any ideas they may have relating to the top 10 problems defined by the group. They may also list solutions to other nongame concerns not on the top 10.
- 40 min. - Going around the table, allow each participant to list any ideas they may have on the first problem.
These solutions should be written down, as stated, under problem #1.
After all ideas are worked out for the first problem, move on to problem #2.
Keep working on the solutions until all the problems have been covered or the allotted time is up.
Participants may add further solutions to a previous problem at any time.
Try to have participants clarify their ideas and record them in brief, but understandable phrases.
Keep the discussion to a minimum by letting persons speak only at their turn. This will save time and reduce the potential for arguments.
Ask participants to hand in their original lists (no names necessary) - bundle and initial these.

Session Summary

Take the list of top 10 problems and the lists of solutions and return to the main meeting room.
Be sure your group members also return to this room.
Tape your lists on the wall.
Do not throw away any of the large work sheets. These will be used to produce the workshop proceedings.
One moderator from each group will take 5-10 minutes to briefly summarize the top 10 problems and the groups solutions. Example: "Our number 1 problem was _____. The solutions we came up with were _____ and _____."
Do not go into lengthy explanations of your problems and solutions. If the BER staff is uncertain what you mean by anything, they will ask you.

Additional Points To Remember

- Keep the discussing on nongame related issues only. The BER will not be able to solve all the global problems that may be at the root of the problems.
- When listing ideas, do not allow debate or discussion at that time, but let the one who is speaking fully explain their idea.
- Do not allow any participants (or moderators) to dominate the discussion or get the group off track.
- Do not cover solutions during the problem session.
- Be sure that the moderators participate in listing their ideas and voting.
- Encourage people to give specific problems and solutions, even if they seem trivial.
- Do not reword people's ideas. We want to see all ideas that were generated.
- Keep the ideas rolling. Use 2 people to write if necessary.
- Print largely and legibly.
- If you have any problems or specific questions, ask one of the BER staff members.

THANKS FOR ALL YOUR HELP!



Lapland rosebay
(Endangered)

APPENDIX E

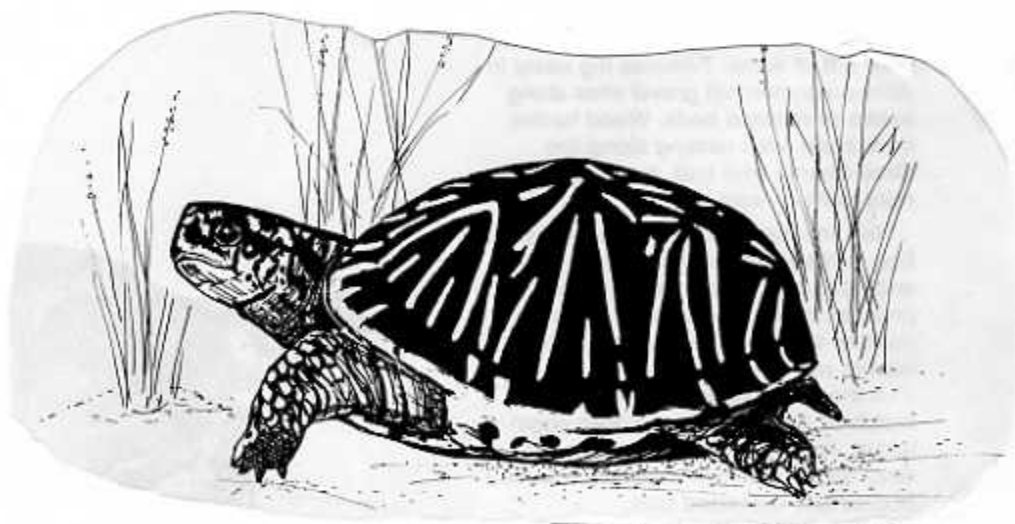
Results From The Nongame Post-Workshop Questionnaire

The following is a compilation of responses to the question, "What percentage of the Endangered Resources Fund do you feel should be spent in each of the following categories?" One hundred thirty-five persons responded to the questionnaire.

	Ashland	Green Bay	La Crosse	Madison	Milwaukee	Stevens Point	Average
Public Education & Information	27.50	23.29	21.84	15.92	25.70	26.21	23.41%
Habitat Management	18.70	17.68	14.42	14.92	12.86	15.66	15.71%
Research	10.36	13.58	17.50	12.71	12.50	12.61	13.21%
Land Acquisition	8.07	11.81	17.37	13.21	10.86	7.47	11.47%
Plant & Animal Surveys	10.79	7.29	8.29	12.66	13.21	9.45	10.28%
Planning & Program Development	7.29	10.23	6.63	11.16	5.21	6.55	7.85%
Legal Protection & Legislation	7.46	7.39	5.26	9.83	7.50	8.53	7.66%
Restoration & Stocking of Rare Wildlife	5.16	4.98	5.00	4.79	4.78	5.26	5.00%
Wildlife Rehabilitation	3.02	4.02	2.63	4.38	4.43	3.79	3.71%
Other*	0.46	0.19	0.79	0.42	2.88	3.68	1.40%

*Includes the following items:

- Removal of existing switchgrass stands
- Pollution and chemical impact
- Mining and future occurrences on nongame species
- Additional personnel (i.e., nongame biologists)
- Soliciting funds
- Mandatory restrictions on certain species or game
- Compulsory education
- Statewide program for private lands management



Ornate box turtle (Endangered)

APPENDIX F

Volunteer Projects

Please indicate any projects you would be interested in helping with as a volunteer. (You will be contacted as needed for specific projects.)

- ☐ Midwinter Bald Eagle Survey - count wintering eagles in early January at locations throughout the state.
- ☐ Frog Survey - survey along predetermined route 3 times in summer - should be able to survey the same route for several years.
- ☐ Winter Colony Survey - survey for known and new heron and egret colonies.
- ☐ Forster's Tern Survey - monitor tern populations in central and east part of the state.
- ☐ Common Tern Survey - aid BER ornithologist at Apostle Islands and Green Bay areas.
- ☐ Grassland Bird Observations - information on known or suspected nesting of uncommon grassland species such as dickcissel, meadowlark, and others.
- ☐ Scientific Areas Breeding Bird Survey - qualified ornithologists - across state.
- ☐ Endangered and Threatened Species Observations - accurate information on all nest locations for birds and all sightings of mammals, reptiles, or amphibians.
- ☐ Rare Plant Observations - information from qualified botanists on accurate locations of endangered, threatened or watch species.
- ☐ Rare Plant Monitoring - long term monitoring of known populations of rare plants.
- ☐ Scientific Area Stewards - local 'watchdogs' for selected areas.
- ☐ Habitat Management - help DNR staff in brush clearing, prairie burns, etc.
- ☐ Scientific Area Plant Inventories - qualified botanists needed.
- ☐ Construction - building platforms for terns, cormorants, and osprey, nest boxes for barn owls and bluebirds, blinds, observation platforms and boardwalks, and winter bird feeders for schools, convalescent homes and other causes.
- ☐ Public Awareness - help to inform schools and the public about endangered resources.
- ☐ Endangered Resources Fund Checkoff Promotion - help to increase awareness of the program and the checkoff in your local area.
- ☐ Journalism - journalists needed to write articles on various aspects of the program.
- ☐ Computer Work - qualified person(s) needed to help with critical species data.
- ☐ Clerical Assistant - part-time clerical help needed in Madison office.
- ☐ Volunteer Coordinator - one individual with a large commitment needed in Madison area.
- ☐ Organization Interested in helping out with the Endangered Resources program in any way.
Organization's name _____

THANK YOU FOR OFFERING TO HELP WITH WISCONSIN'S ENDANGERED RESOURCES

Please send to:

Bureau of Endangered Resources
Wisconsin Department of Natural Resources
Box 7921
Madison, WI 53707



APPENDIX G

Selected Results of the 1983 Nongame and Endangered Resources Study

The following is a summary of some of the more significant results of a survey regarding the endangered resources donation (tax checkoff). This survey was sent to nongame workshop participants and to members of the general public. Throughout this summary, the following codes are used:

- WP - Workshop participants who filled out the survey (n = 139).
- GP - General public who filled out the survey (n = 728).

DEMOGRAPHICS

Age - The WP on the average were a slightly younger group than the GP (probably due to the large number of students who attended the workshops).

Education - The WP were a much more highly educated group. Only 26% of the WP did not have a college degree compared to 61% of the GP in that category. Seventy-five percent of the WP graduated from college or technical school with 37% having an advanced degree. Thirty-eight percent of the GP graduated from college or technical school with 11% having an advanced degree.

Length of Residency - On the average, the GP were longer term Wisconsin residents than were the WP. Eighty-four percent of the GP have lived in Wisconsin for 15 or more years, while only 67% of the WP have resided in Wisconsin for this length of time.

Location of Present Home - A greater percentage of the WP (33%) lived on farms or rural areas as opposed to 21% of the GP. In addition, a greater percentage of the GP (10%) live in large cities than do the WP (4%).

RATE OF CONTRIBUTION

The most significant figure on the survey is that 62% of the WP contributed as compared to only 1.6% of the GP.

The average contribution from the WP who contributed was \$14.12 compared to \$6.27 for the GP* who contributed.

Eighty percent of the WP learned about the checkoff prior to filing their taxes. Yet, for the GP, only 39% of the contributors and 7% of the noncontributors had heard about it before filing. Of the GP, 56% of the contributors and 27% of the noncontributors learned about it while filling out their taxes. Fifty-eight percent of the noncontributors had not heard about the checkoff until they received the survey.

USE OF FUNDS

In general, the WP and the GP who contributed were in agreement on use of the funds, with their strongest feelings for endangered animals and plants. Noncontributors often did not answer these questions and generally did not feel as strongly that the fund should be used for these purposes.

For the less glamorous species, such as reptiles, amphibians and fish, the WP indicated more concern about these species than did the GP. This is also the case for the funding of information, education and research.

The GP indicated they felt the fund should be used for wildlife observation areas whereas the WP put this very low on priorities.

There were no significant differences between responses of the various groups for other uses of the funds.

*The GP figures here are accumulative from all Wisconsin taxpayers rather than only from those answering the survey.

OBTAINING SUMMARY OF FULL SURVEY

To obtain a copy of more detailed results of the Endangered Resources Survey, please write or call:

Bureau of Research
Wisconsin Department of Natural Resources
Box 7921
Madison, WI 53707
(608) 266-4359

APPENDIX H

Bureau of Endangered Resources Staff

Ronald F. Nicotera, Bureau Director
Irene J. Schmidt, Program Assistant

Endangered and Nongame Species Section

Randle L. Jurewicz, Staff Biologist
Richard Thiel, Wolf Biologist
Michael J. Mossman, Endangered and Nongame Species Specialist
Sumner W. Matteson, Endangered and Nongame Species Specialist
S. Kelly Kearns, Nongame Program Planner

Scientific and Natural Areas Section

Clifford E. Germain, Scientific Areas Coordinator
Paul E. Matthiae, Assistant Scientific Areas Coordinator
William A. Smith, Natural Areas Inventory Coordinator
Mark A. Martin, Management Assistant

Limited Term Employees Working on the Natural Areas Inventory

June Dobberpuhl	Thomas Meyer
Eric Epstein	James Riemer



APPENDIX I

DNR District Endangered Resources Coordinators

The following persons are regional contacts for any questions or problems regarding nongame species or scientific and natural areas:

Bruce Moss - Northwest District, Spooner, (715) 635-2101.
Terry Valen - West Central District, Eau Claire, (715) 836-2939.
Carl Batha - Southern District, Madison, (608) 266-3012.
Jim Raber - Lake Michigan District, Green Bay, (414) 497-4033.
Arlyn Loomis - North Central District, Rhinelander, (715) 362-7616.
Tom Smith - Southeast District, Milwaukee, (414) 562-9604.